

Appendix A: Overall Sickness Levels by Department on rolling 12 month basis

Chart 1. Average number of days sick per employee for the authority by department

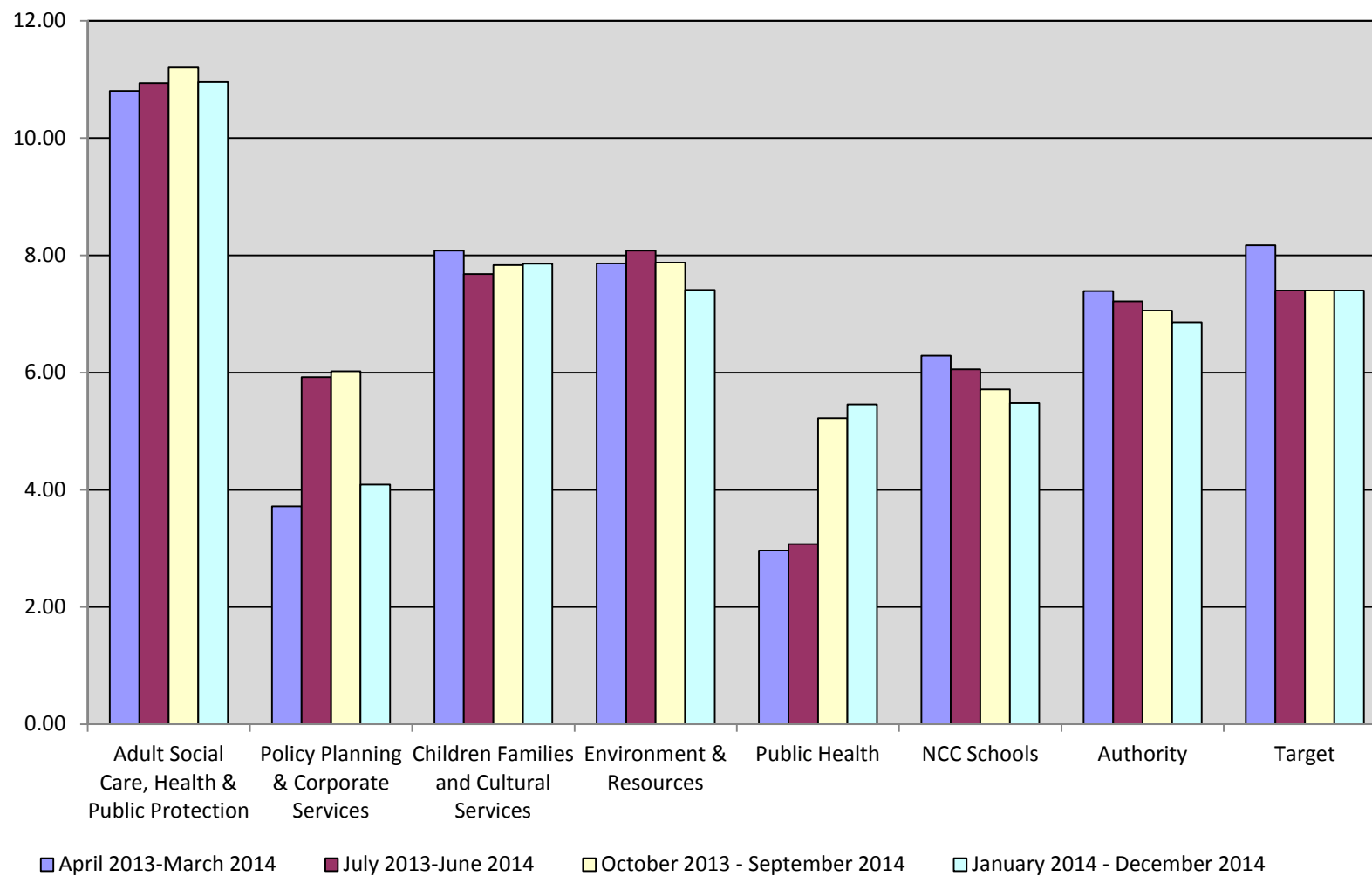


Chart 2. ASCH & Public Protection
January 2014 - December 2014

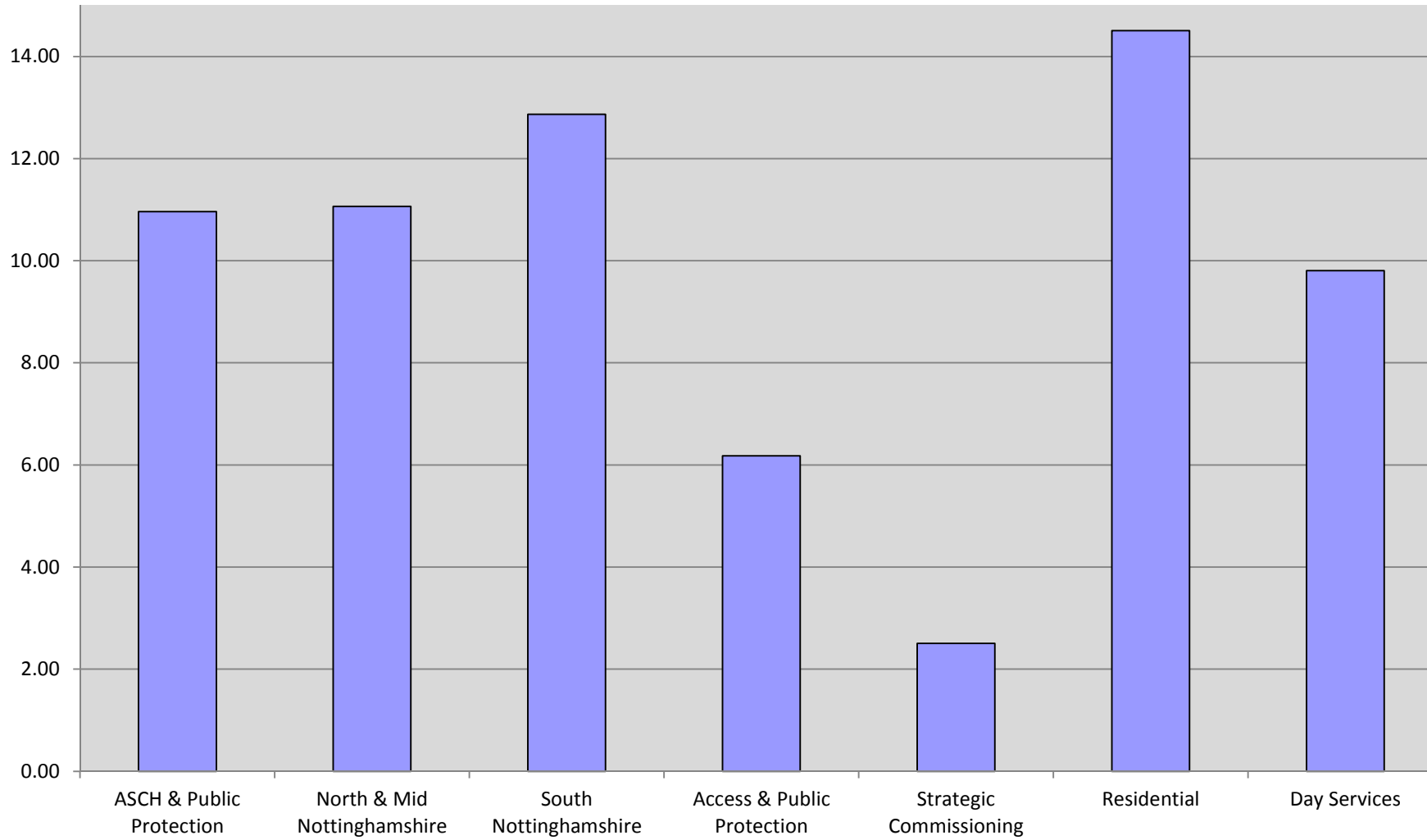


Chart 3. Policy, Planning & Corporate Services
January 2014 - December 2014

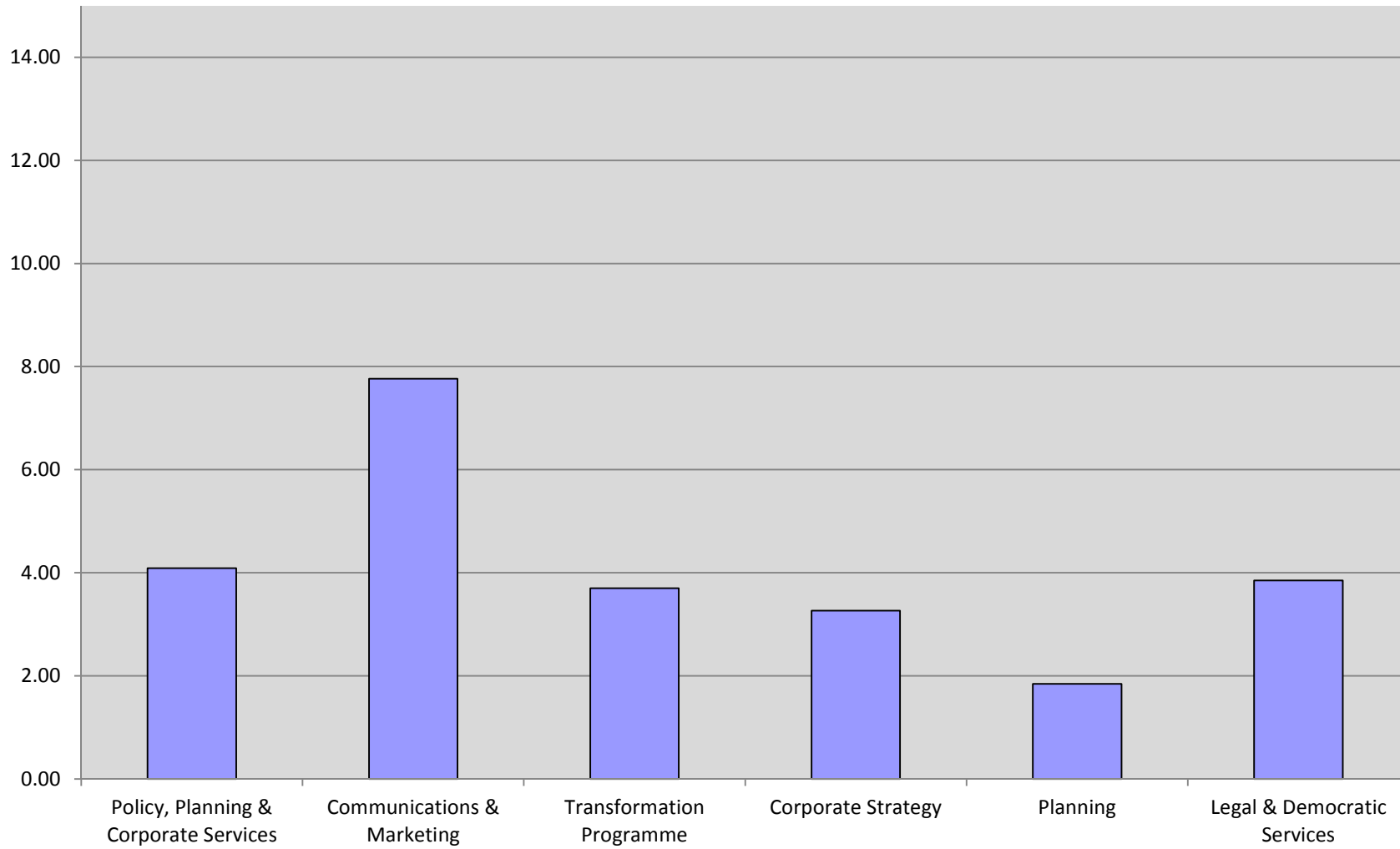
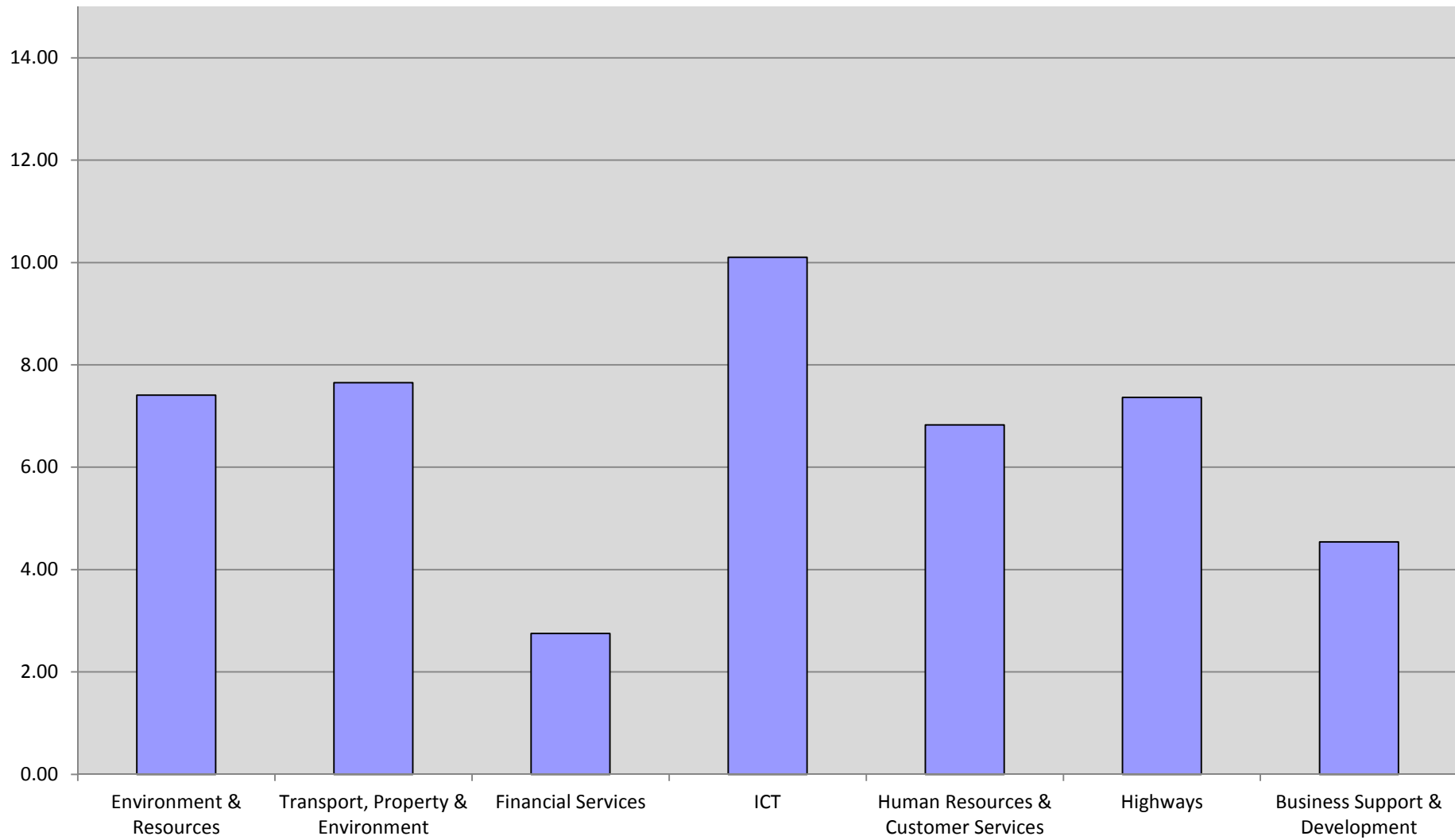


Chart 4. Environment & Resources
January 2014 - December 2014



**Chart 5. Children, Families & Cultural Services
January 2014 - December 2014**

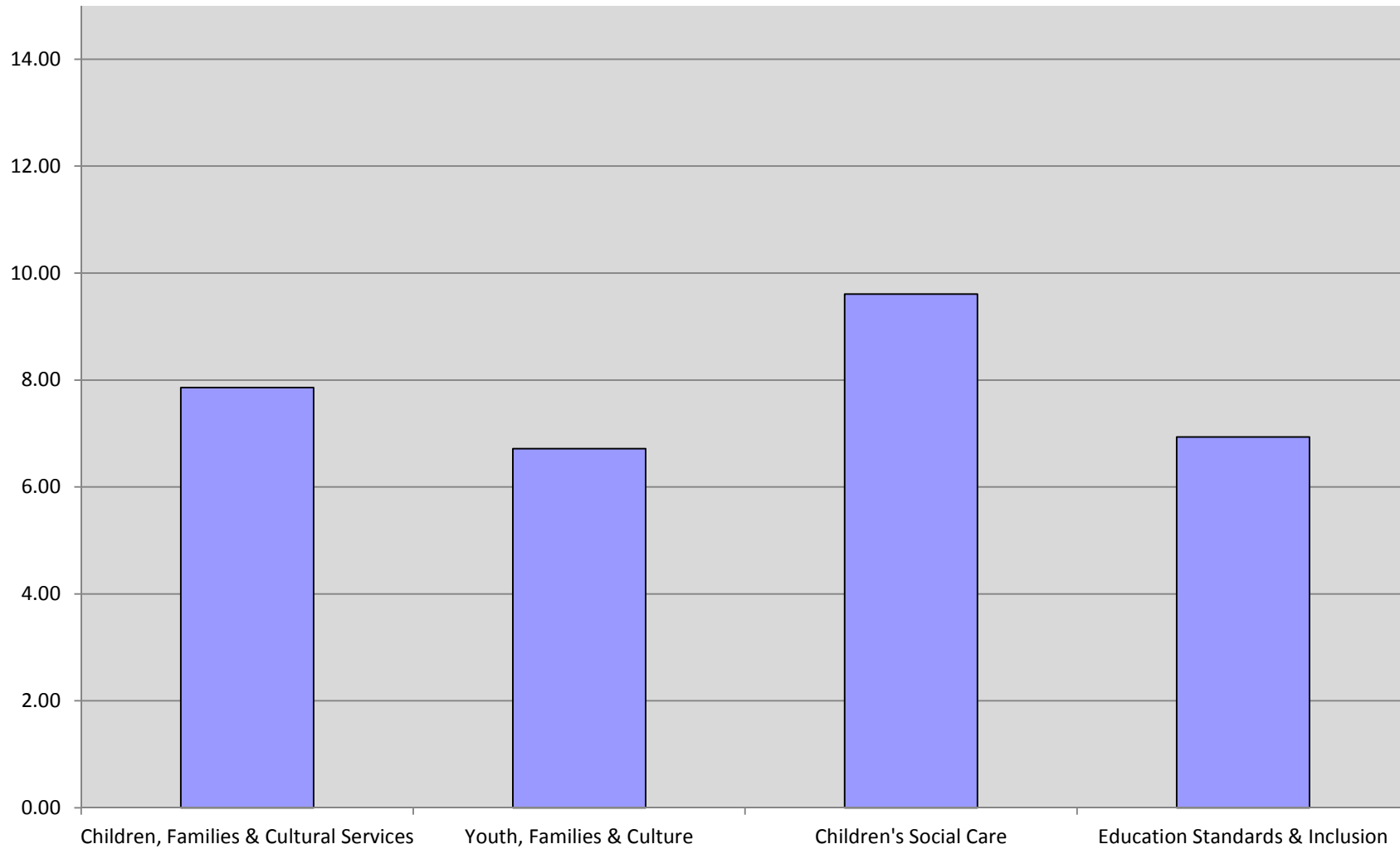


Table 1: Sickness Levels Over Rolling 12 month basis by Department

Department	Headcount	April 2013- March 2014	July 2013-June 2014	October 2013 - September 2014	January 2014 - December 2014
Adult Social Care, Health & Public Protection	1913	10.81	10.94	11.20	10.96
Policy Planning & Corporate Services	607	3.72	5.92	6.02	4.09
Children Families and Cultural Services	2464	8.08	7.68	7.83	7.86
Environment & Resources	3963	7.86	8.08	7.88	7.41
Public Health	63	2.96	3.07	5.22	5.46
NCC Schools	9350	6.29	6.06	5.71	5.48
Authority	18328 overall	7.39	7.22	7.06	6.85
Target	-	8.17	7.40	7.40	7.40

NB: some employees work in more than one department therefore overall headcount total will not correspond to sum total of all departments which is 18,360

Appendix B: Reasons for Absence 31.12.14

	Headcount*	Back Problems	Cold/Flu/ Sore Throat	Headache/ Migraine	Heart/ Circulation	Infection	Muscular/ Skeletal	Op/Post Op Recovery	Other	Pregnancy Related	Respiratory	Skin Disorder	Stomach/ Digestion	Stress/ Depression	Not assigned
ASCH & Public Protection	1913	4.16%	6.13%	2.24%	1.33%	2.32%	13.92%	16.78%	16.37%	0.77%	2.05%	0.11%	8.66%	21.62%	3.53%
Children, Families & Cultural Services	2464	5.40%	7.99%	2.15%	2.20%	2.46%	10.64%	17.38%	15.79%	2.94%	2.86%	0.22%	8.04%	21.17%	0.77%
Environment & Resources	3963	10.33%	5.54%	2.25%	1.88%	3.56%	16.47%	18.60%	14.18%	0.55%	2.30%	0.41%	6.66%	15.63%	1.64%
Policy, Planning & Corporate Services	607	0.85%	18.34%	2.61%	0.07%	3.45%	12.08%	6.63%	5.33%	5.59%	4.26%	0.00%	8.19%	32.60%	0.00%
Public Health	63	4.69%	9.87%	0.28%	0.00%	4.14%	3.17%	29.26%	42.93%	1.38%	0.28%	0.00%	4.00%	0.00%	0.00%
Schools	9350	6.17%	10.51%	2.55%	1.23%	3.88%	10.38%	16.97%	16.18%	1.81%	3.39%	0.16%	11.20%	15.49%	0.09%
Totals															
	18328 (whole authority)	6.71%	8.22%	2.35%	1.56%	3.31%	12.49%	17.36%	15.61%	1.56%	2.82%	0.22%	9.09%	17.56%	1.12%

***NB:** Some employees have multiple employments in more than one department, therefore overall headcount total will not correspond to the sum total headcount of all departments which as at 31.12.14 was 17, 956 including schools and 8, 978 excluding schools

Appendix C: Long and Short Term Sickness

